1st Watch on the First Term of Enlistment: Examining Retention and Attrition in the U.S. Navy

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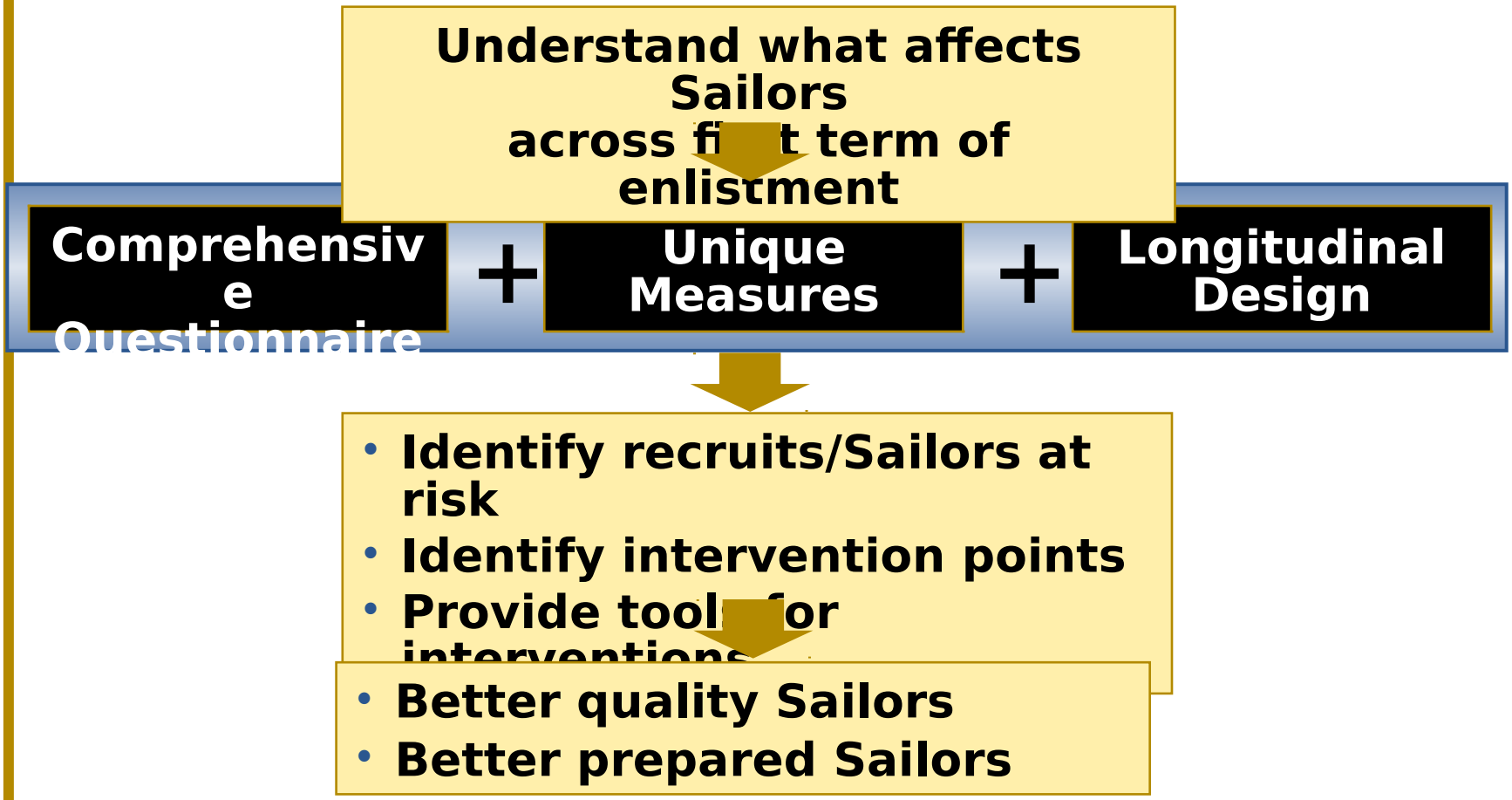
research at work

1st Watch Objective



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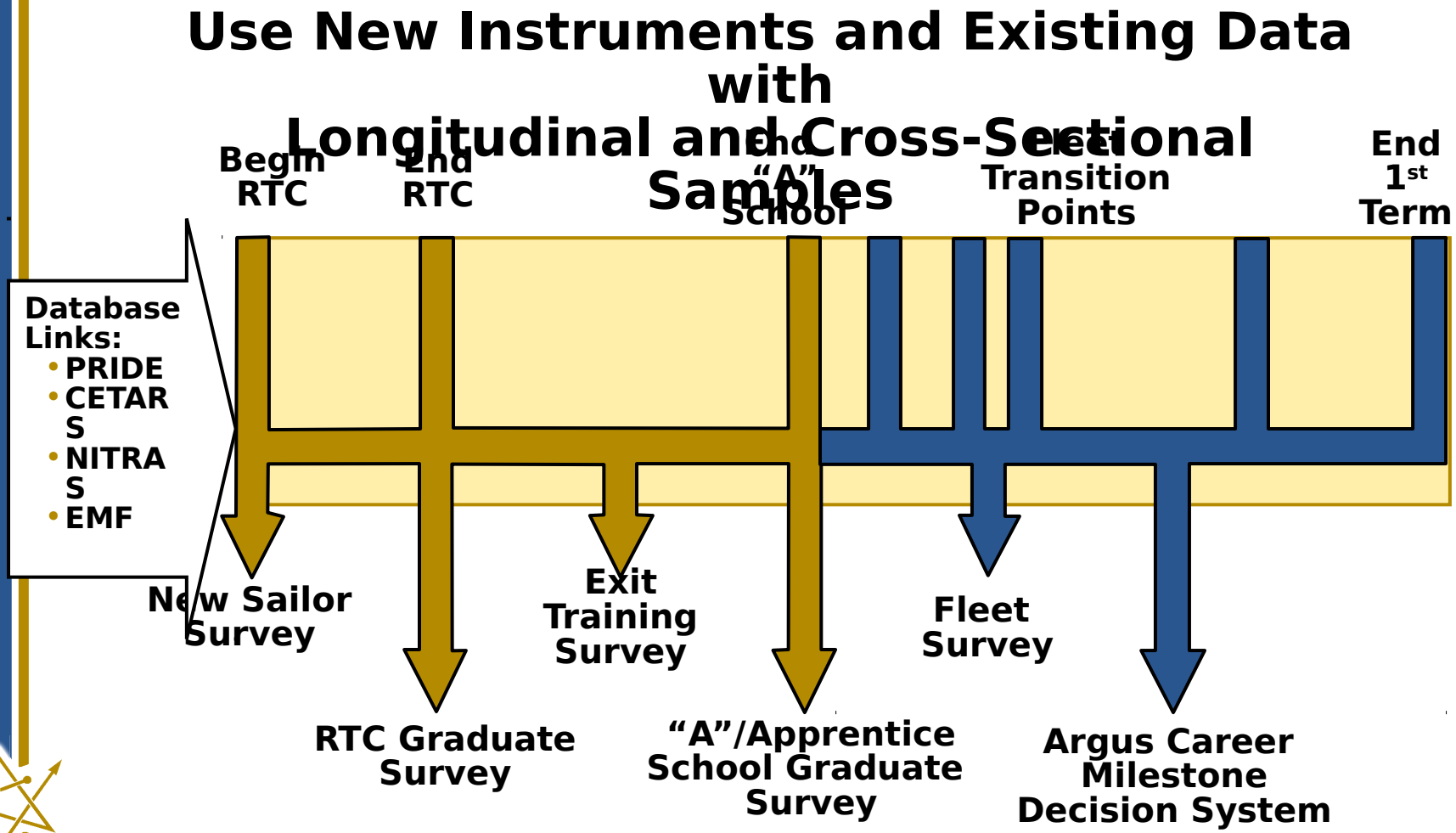
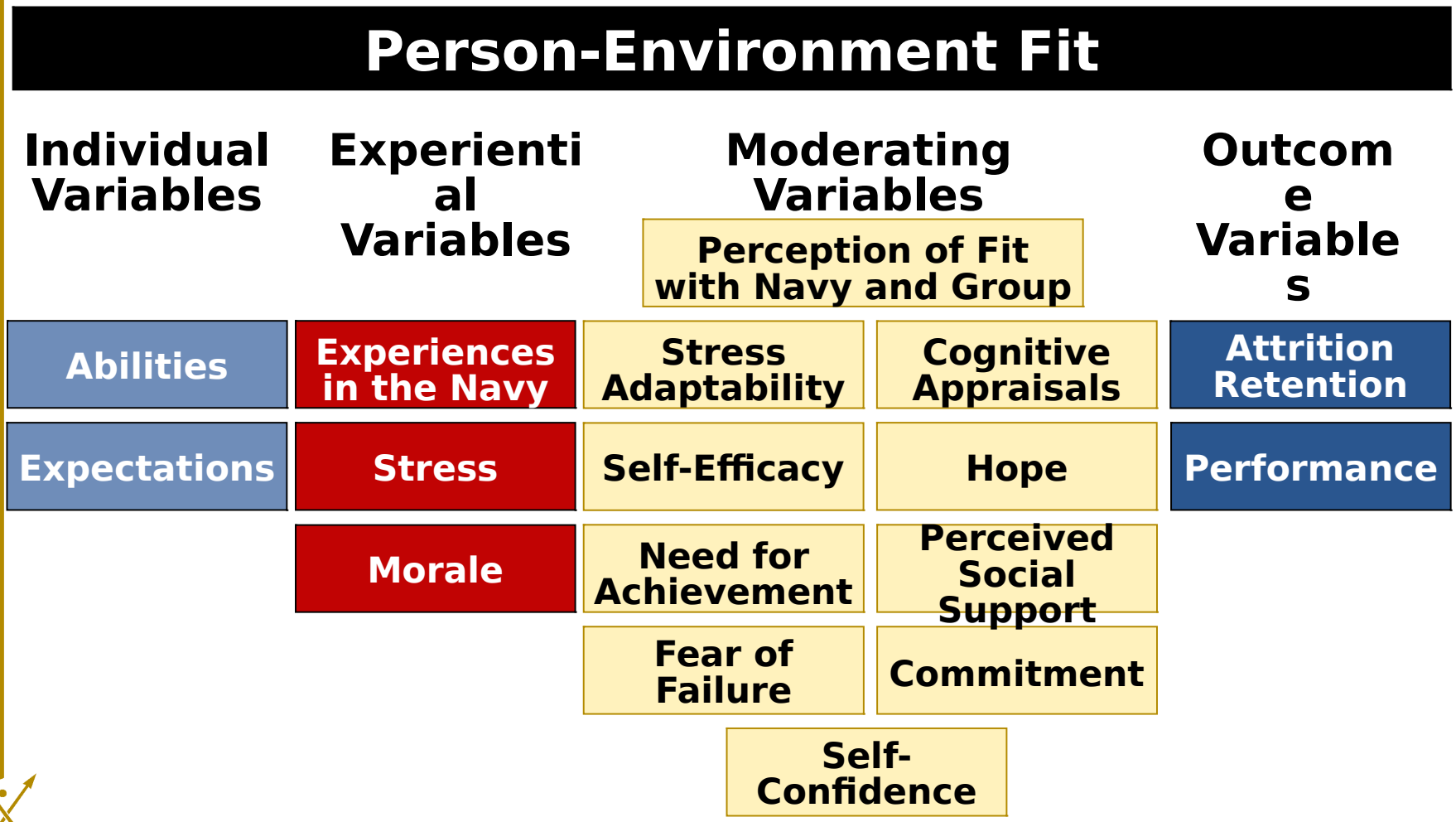
1st Watch Methods and Data Sources



Conceptual Model for 1st Watch



1st Watch Questionnaires -- Common Components

New Sailor Survey	RTC Graduate Survey	"A"/Apprentice Grad Survey	Exit Survey	Fleet Survey
Influence to Join Navy	RTC Command Climate	TSC Command Climate	RTC/TSC Command Climate	Job Satisfaction
Recruiting and DEP	Recruiting and DEP	Training Evaluation	Recruiting and DEP	Career Intent
Classification	Classification & Re-class	Satisfaction with Rating	Classification	P-E Fit
P-E Fit	P-E Fit	P-E Fit	P-E Fit	Training Experiences
Social Support	Training Experiences	Training Experiences	Training Experiences	Influences to Stay or Leave Navy
Cognitive Appraisals	Problems During Training	Problems During Training	Problems During Training	Navy Commitment Scale
Personality Measures	Navy Commitment Scale	Navy Commitment Scale	Reasons to Leave	

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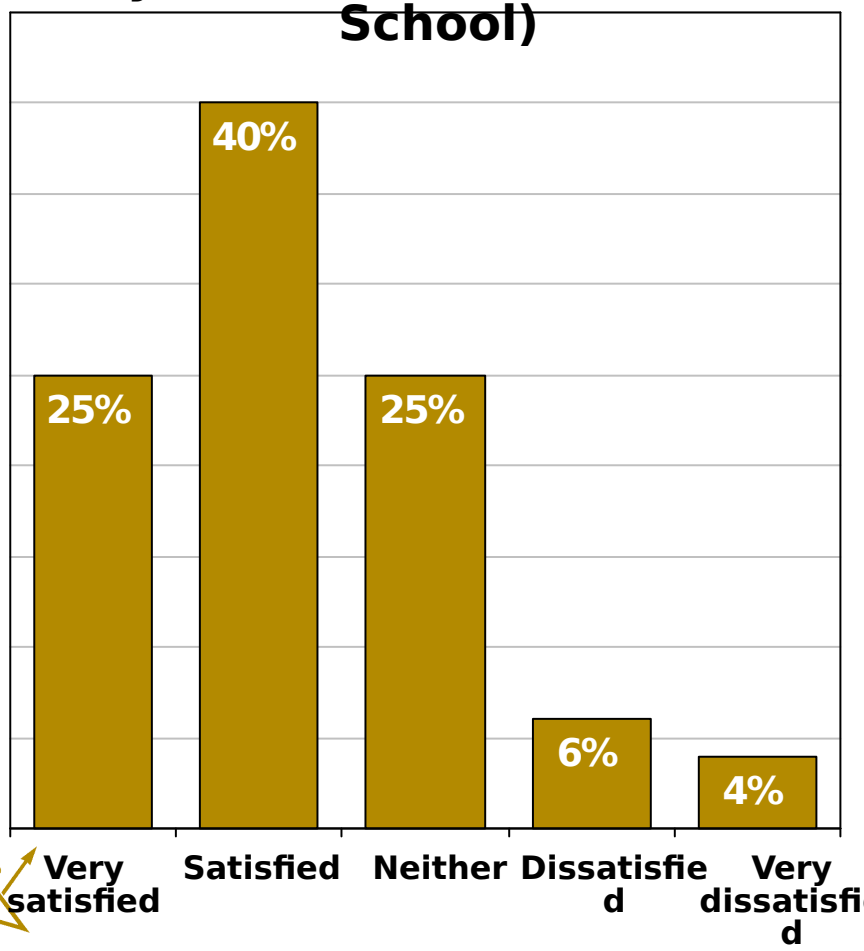
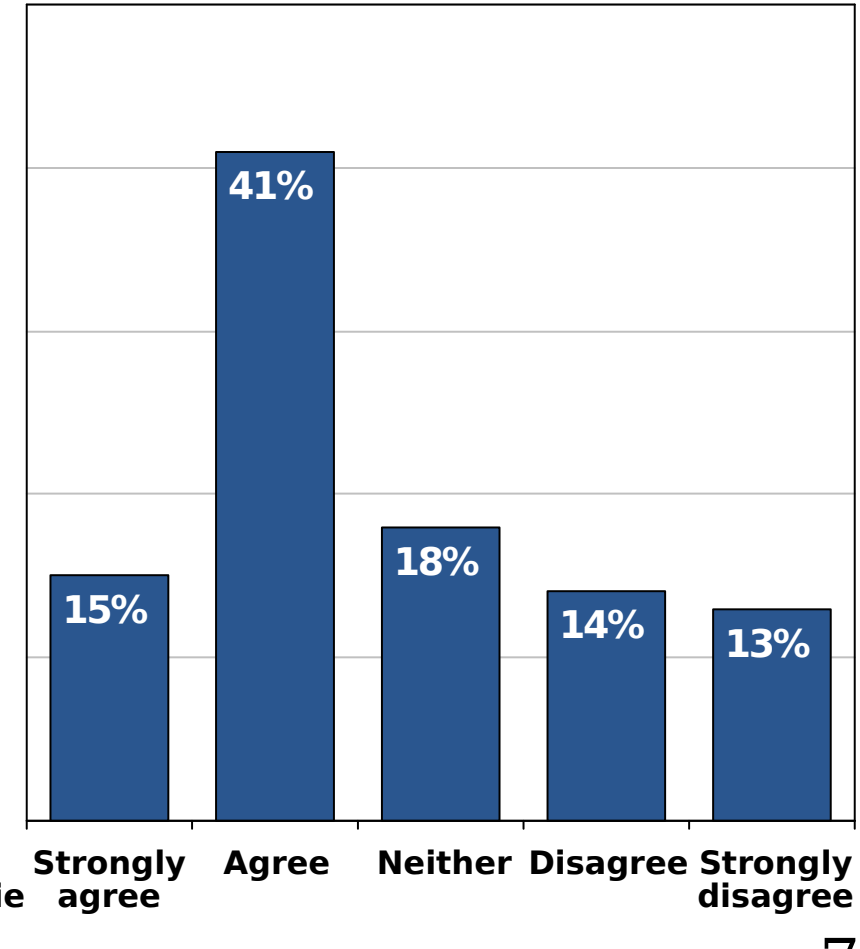
1st Watch Demographics

- Survey responses

	Version 1	Version 2	Version 3
New Sailor Survey	48,155	39,301	11,703
RTC Graduate Survey	33,877	30,727	2,618
“A”/Apprentice Schools	13,722	5,777	1,057
Exit Survey	2,597	2,748	127
Fleet Survey	15,529		

Satisfaction/Happiness with Rate





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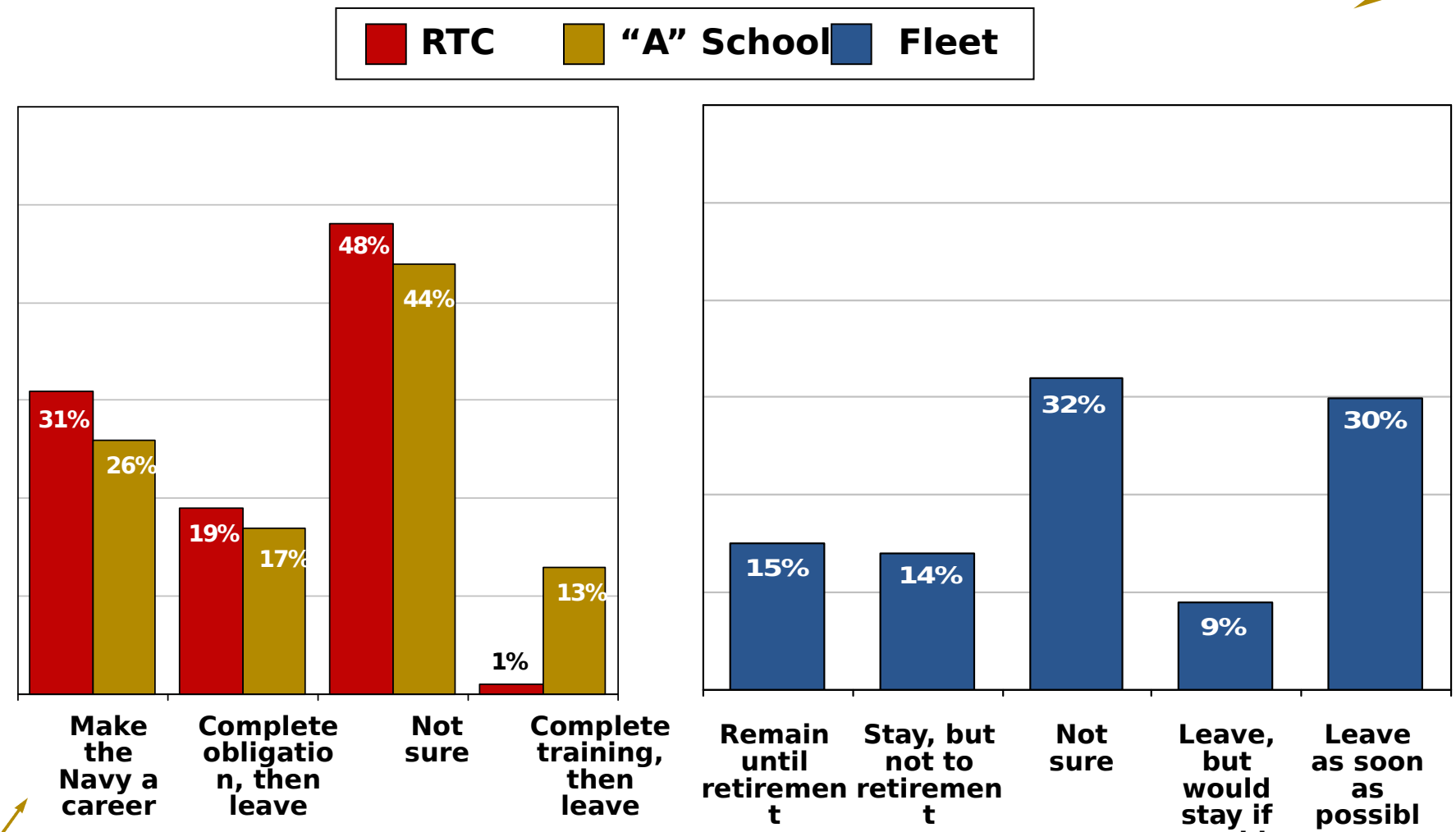
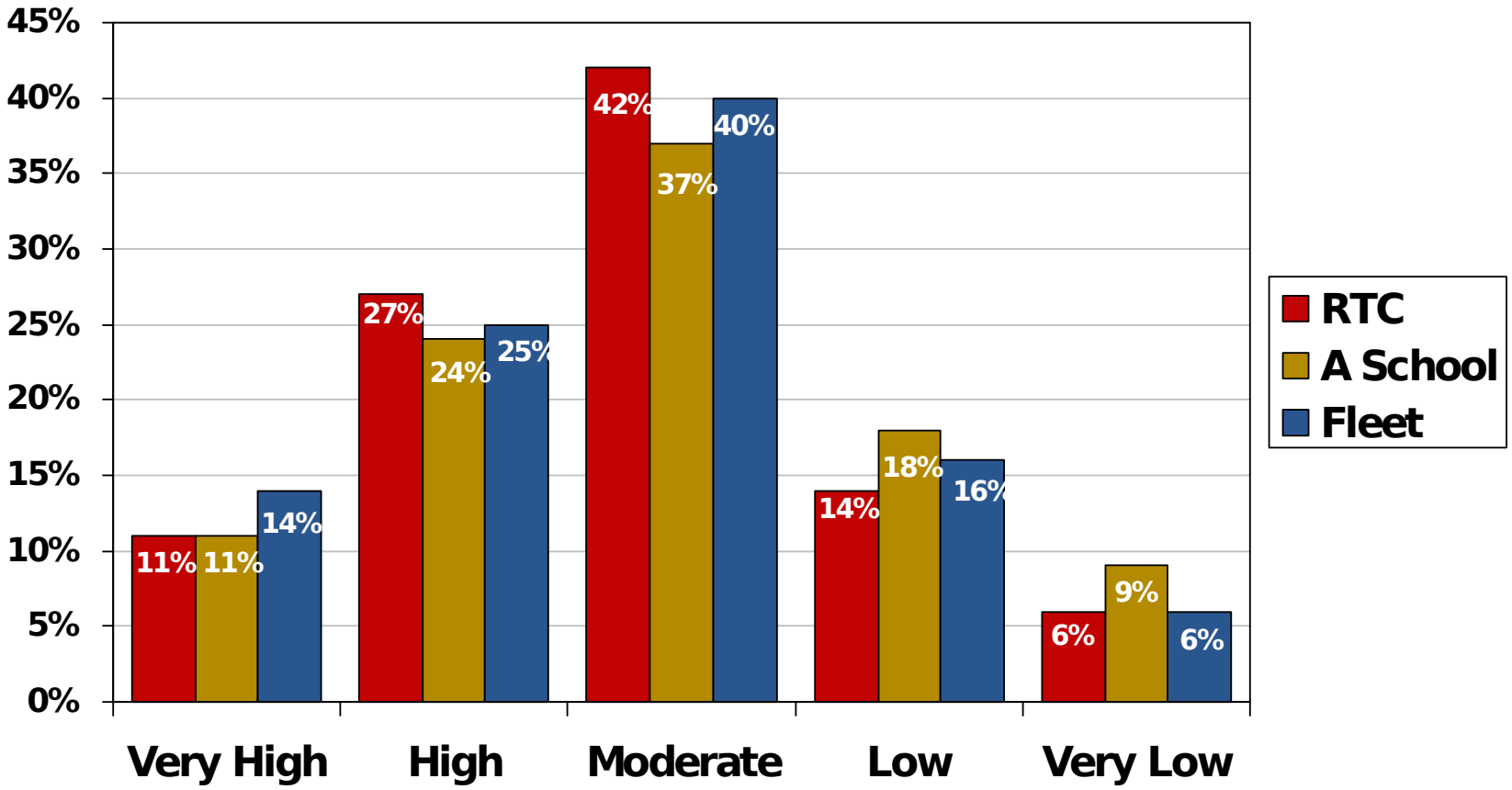
Career Intentions

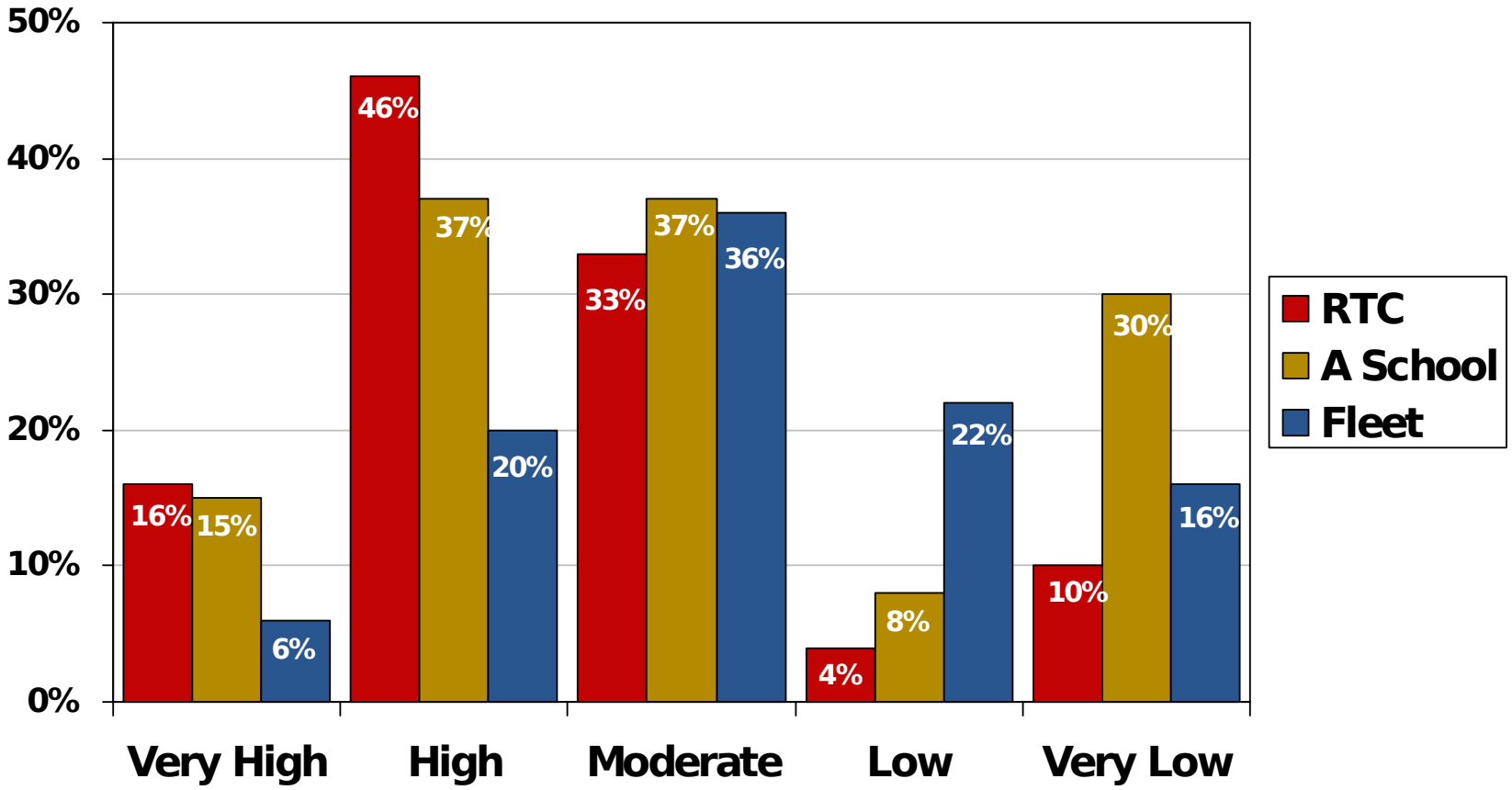


Stress



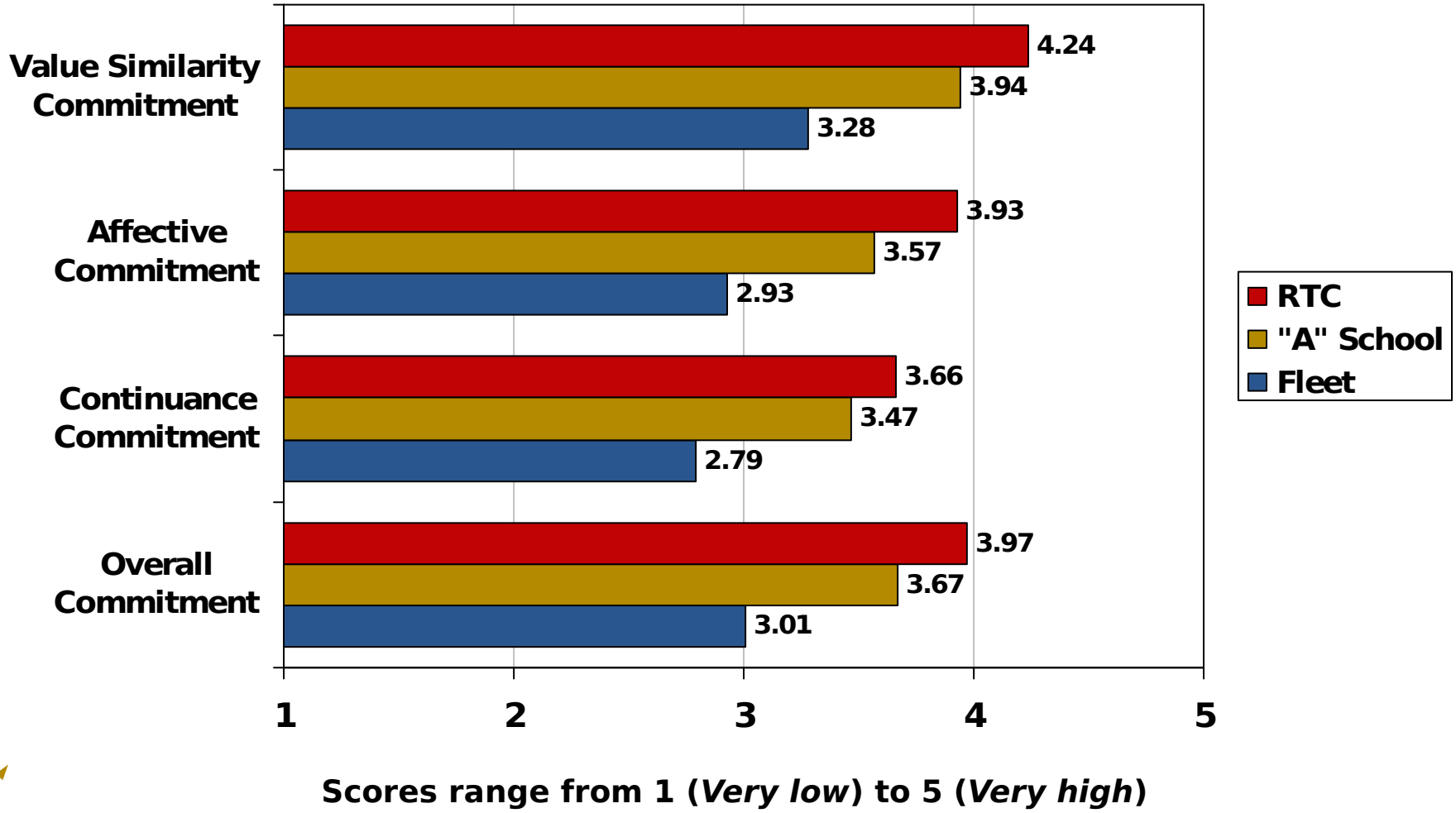
Scores range from 1 (*Very low*) to 5 (*Very high*)

Morale

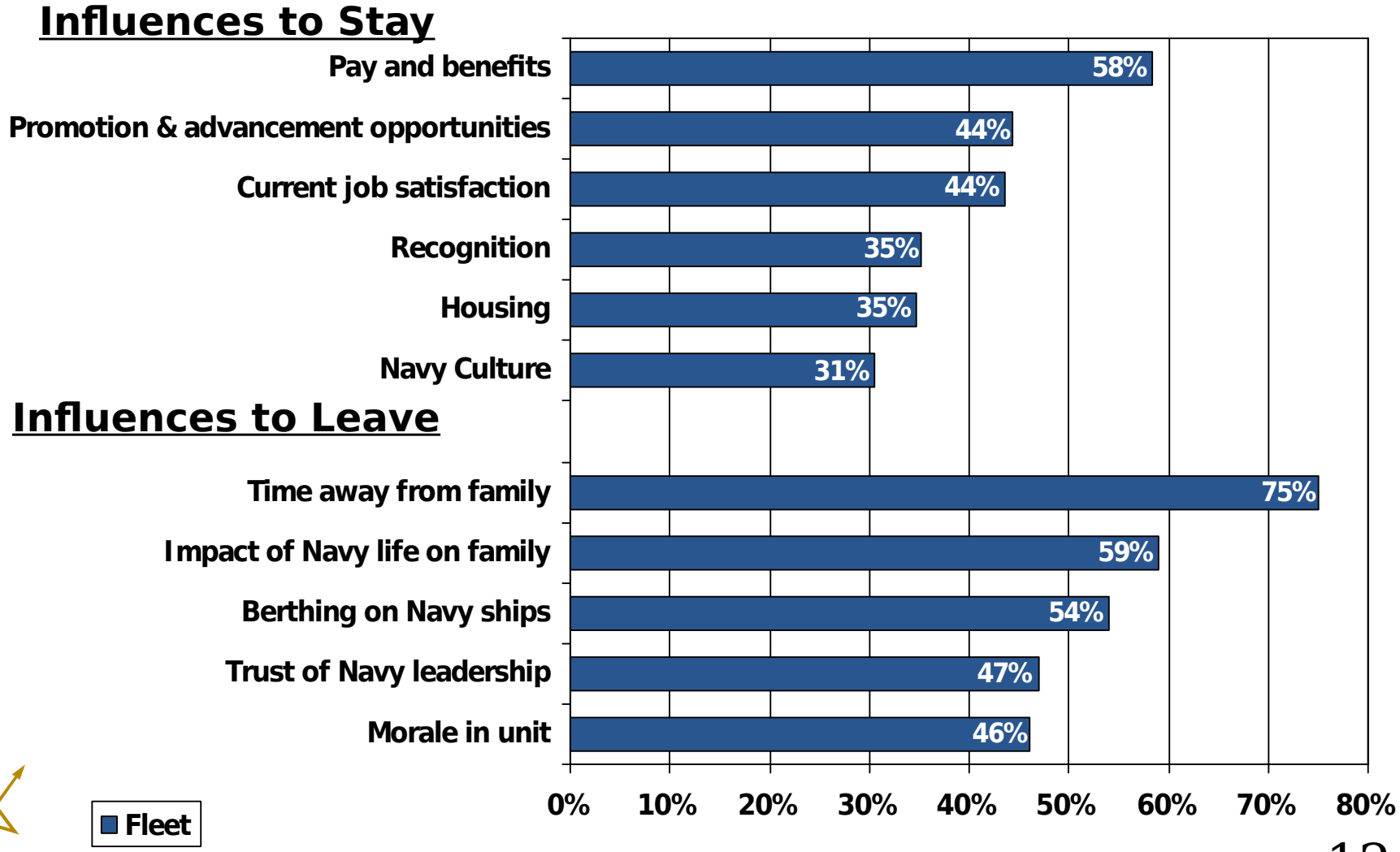


Scores range from 1 (*Very low*) to 5 (*Very high*)

Commitment


Value Similarity Commitment
4.24
3.94
3.28
Affective Commitment
3.93
3.57
2.93
Continuance Commitment
3.66
3.47
2.79
Overall Commitment
3.97
3.67
3.01
1
2
3
4
5
RTC
"A" School
Fleet
Scores range from 1 (*Very low*) to 5 (*Very high*)

Top Influences to Stay or Leave the Navy



Next Steps

- Looking at relationships between commitment and career intent, primarily at the Fleet level
  - Understanding what influences commitment at RTC, at “A” School, and in the Fleet
  - Modeling how all of these factors affect career intent at the fleet level
- Preliminary analyses show significant correlations between commitment and intent at each measurement point

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Future

- Continue data collection at Great Lakes through FY06 with revised measures
- Develop interventions with university partners
- Provide management metrics to sponsors
  - On-line query systems for sponsor access to data
- Administer new Fleet Survey – Fall 2005
- Merge data with other projects to produce future selection and classification measures